



Substance Abuse Policy

It is the purpose of Lloyd Staffing to help provide a drug free environment for our clients and our employees.

Lloyd Staffing explicitly prohibits the use, possession, solicitation for or sale of narcotics or other illegal drugs, alcohol, or prescription medication without a prescription on company or customer premises or while performing an assignment.

Being impaired or under the influence of legal or illegal drugs or alcohol off the company or customer premises that adversely affects the employees work performance, his or her own or other's safety at the workplace, or the employers' reputation.

Lloyd Staffing may drug test using S.A.M.H.S.A. standards in the pre-employment phase as may be required by our clients. A random selection of some employees for testing may be done unannounced. When it is the company's belief that a drug problem exists; (such as evidence of drugs, accidents, injuries in the workplace, fights, negative performance patterns, excessive absenteeism or tardiness) Lloyd Staffing will utilize 'for cause' drug testing.

Employees of Lloyd Staffing who refuse to submit to drug testing, test positive or admit to substance abuse will be subject to termination. Employees who test positive or admit to substance abuse will be referred to local public agencies that provide rehabilitation and counseling services.

The results of all drug testing will be treated confidentially, and for no purpose other than for Lloyd Staffing to make employment related decisions.

